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ABSTRACT

This chart represents a state-by-state compilation of the numerous statutes, executive orders, attorney general opinions, and court decisions which govern state and local government labor relations. Where available, information on each authority includes: (1) administrative body, (2) bargaining rights, (3) recognition rights and procedure, (4) unit determination, (5) rules of procedure, (6) impasse procedures, (7) strike policy, (8) management rights, (9) scope of bargaining, (10) unfair labor practice provisions, (11) grievance procedures, and (12) union security provisions. (JS)

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PUBLIC SECTOR
LABOR RELATIONS
INFORMATION EXCHANGE

Summary of State Policy Regulations for Public Sector Labor Relations:

Statutes, Attorney Generals' Opinions and Selected Court Decisions

November 1971

U.S. DEPARTMENT OF LABOR, Labor-Management Services Administration
DIVISION OF PUBLIC EMPLOYEE LABOR RELATIONS, Washington, D.C. 20210

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November 1971
U.S. DEPARTMENT OF LABOR
J. D. HODGSON,
Secretary
LABOR-MANAGEMENT SERVICES ADMINISTRATION
W. J. USERY, JR.
Assistant Secretary

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State Policy Regulations
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FOREWORD

In recent years, numerous statutes have been passed, executive orders, attorney general opinions, and court decisions issued governing state and local government labor relations within the 50 states. Keeping track of these legal developments is a major task in itself.

The following chart represents a compilation of the salient features of each state's legal provisions for the regulation of public sector labor relations. Interpretation of what may actually be occurring outside the legal framework in the states is beyond the scope of this summary. For a more detailed report on public sector labor relations in the states, the reader should consult the Division's publication, State Profiles: Current Status of Public Sector Labor Relations. For greater information concerning the administrative machinery for the conduct of public sector labor relations within the states, one should consult the Division's Directory of Public Employment Relations Boards and Agencies.

The chart is organized in a manner which facilitates summary comparisons between jurisdictions. Five main classes of employees are listed for each state jurisdiction. These are by no means the only employee groups that could have been included. These five employee groups have been selected because we have identified them as the most significant actor
relations. Legal authorit
employee-management relati
these various groups where
If there is no specific le
group of employees, this i
dashes. When coverage of
comes under the same autho
group of employees, this i
asterisks. "A" indicates
General Opinion; "E.O." in
Executive Order.

We have attempted to
possible in terms of major
no attempt has been made t
substantive information.
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employees covered, and fun
provided for in each of th
District of Columbia. For
and detail, one should con

Where special clarifi
footnotes have been utiliz
listed at the end of the c

This summary was prep
and Thomas J. Colucci, und
Jerome T. Barrett, Chief,
Employee Labor Relations,
Management Relations Servi

FOREWORD

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resents a compilation
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s publication, State
Public Sector Labor
rmation concerning the
the conduct of public
n the states, one
s Directory of Public
and Agencies.

in a manner which
ons between jurisdic-
employees are listed
These are by no
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mployee groups have
e identified them as

the most significant actors in public sector labor relations. Legal authority governing the public employee-management relationship is cited for these various groups where such authority exists. If there is no specific legal authority for a group of employees, this is indicated by three dashes. When coverage of one group of employees comes under the same authority as that of another group of employees, this is indicated by three asterisks. "A" indicates coverage by Attorney General Opinion; "E.O." indicates coverage by Executive Order.

We have attempted to be as comprehensive as possible in terms of major categories. However, no attempt has been made to provide exhaustive substantive information. Our purpose is to provide a capsule view of legal authority, types of employees covered, and functional activities provided for in each of the 50 states and the District of Columbia. For greater information and detail, one should consult the authority cited.

Where special clarifications were necessary, footnotes have been utilized. The footnotes are listed at the end of the chart.

This summary was prepared by Marc Schieber and Thomas J. Colucci, under the supervision of Jerome T. Barrett, Chief, Division of Public Employee Labor Relations, Office of Labor-Management Relations Services.

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	T
Alabama	State	---	---	---	
	Local	---	---	---	
	Firemen	Title 37, Ch.8, Art.7, Sec.450, Laws of 1967	---	Right to present proposals.	
	Police	---	---	---	
	Teachers	---	---	---	
Alaska	State	Ch.108, Laws of 1959, as last amended by Ch.231, Laws of 1968	---	May bargain collectively.	
	Local	Same as State	***	***	
	Firemen	Same as State	***	***	
	Police	Same as State	***	***	
	Teachers	Ch.18, Laws of 1970, as amended by Ch.43, Laws of 1971	---	Required to bargain collectively.	Exclusive recogniti conducts exists.
Arizona	State	---	---	---	
	Local	---	---	---	
	Firemen	---	---	---	
	Police	---	---	---	
	Teachers	---	---	---	
Arkansas	State	---	---	May bargain collectively. (A, Sept. 25, 1968)	
	Local	---	---	May bargain collectively. (City of Fort Smith v. Ark. State Council No.38 AFSCME 433 S.W. 2d 153 (1968))	
	Firemen	---	---	---	

AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
---	---	---	---	---	---
---	---	---	---	---	---
tle 37, Ch.8, Art.7, c.450, Laws of 1967	---	Right to present proposals.	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
108, Laws of 1959, last amended by 231, Laws of 1968	---	May bargain collectively.	---	---	---
e as State	***	***	***	***	***
e as State	***	***	***	***	***
e as State	***	***	***	***	***
18, Laws of 1970, amended by Ch.43, s of 1971	---	Required to bargain collectively.	Exclusive - School Board grants recognition upon majority showing; conducts elections where opposition exists.	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	May bargain collectively. (A, Sept. 25, 1968)	---	---	---
---	---	May bargain collectively. (City of Fort Smith v. Ark. State Council No.38 AFSCME 433 S.W. 2d 153 (1968))	---	---	---
---	---	---	---	---	---

IMPASSE PROCEDURES	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PR PROVISIONS
---	Prohibited (A) 1957	---	---	---
---	Prohibited (A) 1957	---	---	---
---	Prohibited	---	Salaries and other conditions of employment.	---
---	Prohibited (A) 1957	---	---	---
---	Prohibited (A) 1957	---	---	---
---	Prohibited (A) 1957	---	---	---
---	---	---	Grievance procedure and other conditions of employment.	---
***	***	***	***	***
***	***	***	***	***
***	***	***	***	***
"Mediation" with recommendations made public.[1]	---	Yes	Matters of employment and the fulfillment of professional duties.	---
---	---	---	---	---
---	---	---	---	---
---	---	---	---	---
---	---	---	---	---
---	1971 statute strips tenure from any teacher who strikes.	---	---	---
---	Prohibited (A, Sept. 25, 1968)	---	---	---
---	---	---	---	---
---	---	---	---	---

OLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY PROVISIONS	STATE
(A) 1957	---	---	---	---	---	Alabama
(A) 1957	---	---	---	---	---	
	---	Salaries and other conditions of employment.	---	---	---	
(A) 1957	---	---	---	---	---	
(A) 1957	---	---	---	---	---	
	---	Grievance procedure and other conditions of employment.	---	May negotiate.	---	Alaska
	***	***	***	***	***	
	***	***	***	***	***	
	***	***	***	***	***	
	Yes	Matters of employment and the fulfillment of professional duties.	---	Negotiated agreements must provide for procedures.	---	
	---	---	---	---	---	Arizona
	---	---	---	---	---	
	---	---	---	---	---	
	---	---	---	---	---	
e strips any strikes.	---	---	---	---	---	
25, 1968)	---	---	---	---	---	Arkansas
	---	---	---	---	---	
	---	---	---	---	---	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	
Arkansas (cont.)	Police	---	---	---	
	Teachers	---	---	---	
California	State	F.O., Feb. 23, 1971; also Secs.3525-3536, added to Division IV, Title I, Government Code, Ch.254, 1971 L.	---	Required to meet and confer.	Proportic with offi any emplo complied rules.
	Local	Secs.3500-3510, Ch.1964, 1961 L. as amended by Ch. 64, Laws of 1970, and H.B. 1107, 1971 L.	Governmental subdivisions which elect to be covered.	Required to meet and confer.	Exclusive in approp
	Firemen[2]	Secs.1960-1963, Labor Code, Ch.723, 1951 L.	---	Right to present grievances and recommendations.	
	Police	Same as Local	***	***	
	Teachers	Secs.3080-3089, Education Code, 1970 L, as amended by A.B. 1620, 1971 L., effective 1971.	---	Required to meet and confer.	Proportic and confe any emplo certifica
Colorado	State	---	---	---	
	Local	---	---	---	
	Firemen	---	---	---	
	Police	---	---	---	
	Teachers	---	---	---	
Connecticut	State	---	---	---	
	Local	Conn. General Statutes, P.A. 159, as last amended by S.B. 406, 1969 L.	State Labor Relations Board (SLRB)	Required to bargain collectively.	Exclusive of the mu the emplo determine by conduc
	Firemen	Same as Local	***	***	
	Police	Same as Local	***	***	

ORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
--	---	---	---	---	---
--	---	---	---	---	---
23, 1971; 3525-3536, ivision IV, overnment Code, 71 L.	---	Required to meet and confer.	Proportional - State will confer with official representatives of any employee organization which has complied with State Personnel Board rules.	---	---
3510, Ch.1964, amended by ws of 1970, 107, 1971 L.	Governmental subdivisions which elect to be covered.	Required to meet and confer.	Exclusive - if majority of employees in appropriate unit agree.	In absence of local procedures, parties may request mediatory assistance from State Conciliation Service.	---
1963, Labor 23, 1951 L.	---	Right to present grievances and recommendations.	---	---	---
cal	***	***	***	***	***
3089, Code, 1970 L, by A.B. 1620, ffective 1971.	---	Required to meet and confer.	Proportional - Employer will meet and confer with representatives of any employee organization through certificated employee council.	---	---
--	---	---	---	---	---
--	---	---	---	---	---
--	---	---	---	---	---
--	---	---	---	---	---
--	---	---	---	---	---
--	---	---	---	---	---
al Statutes, s last S.B. 406,	State Labor Relations Board (SLRB)	Required to bargain collectively.	Exclusive - Chief executive officer of the municipality may recognize the employee organization or SLRB determines majority representative by conducting an election.	SLRB determines appropriate unit.	Yes
al	***	***	***	***	***
al	***	***	***	***	***

IMPASSE PROCEDURES	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES
---	---	---	---	---	---
---	---	---	---	---	---
Governor's representative prepares memorandum describing areas and extent of difference between the parties. Memorandum will be made available to the public.	---	Yes	Wages, hours, and other conditions of employment.	---	---
Parties may agree to mediation.	Prohibited (C, San Diego v. AFSCME Local 127, 87 Cal. Rptr. 258 (1970))	Yes	Wages, hours, and other conditions of employment.	---	---
---	Prohibited	---	Wages, salaries, and hours.	---	---
***	***	***	***	***	***
By any procedure mutually acceptable. If no procedure is agreed upon, tripartite committee reports its findings at a public meeting of the parties. Non-binding recommendations.	---	Yes	Wages, hours, and other conditions of employment.	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	Prohibited (C, Norwalk Teachers Ass'n. v. Norwalk Board of Educ., 83 A. 2d 482 (1951))	---	---	---	---
Mediation by Board of Mediation; parties may petition for fact-finding with non-binding recommendations.	Prohibited	Yes	Wages, hours, and other conditions of work.	Stipulated for both employers and employee organizations.	State Board Mediation an Arbitration available up request of both parties
***	***	***	***	***	***
***	***	***	***	***	***

	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY PROVISIONS	STATE
	---	---	---	---	---	Arkansas (cont.)
	---	---	---	---	---	
	Yes	Wages, hours, and other conditions of employment.	---	---	---	California
al 258	Yes	Wages, hours, and other conditions of employment.	---	---	---	
	---	Wages, salaries, and hours.	---	---	---	
	***	***	***	***	***	
	Yes	Wages, hours, and other conditions of employment.	---	---	---	
	---	---	---	---	---	Colorado
	---	---	---	---	---	
	---	---	---	---	---	
	---	---	---	---	---	
	---	---	---	---	---	
valk Duc., 0))	---	---	---	---	---	Connecticut
	Yes	Wages, hours, and other conditions of work.	Stipulated for both employers and employee organizations.	State Board of Mediation and Arbitration available upon request of both parties.	Dues check-off upon authorization of employee.	
	***	***	***	***	***	
	***	***	***	***	***	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	TY
Connecticut (cont.)	Teachers	P.A.298, Laws of 1965, as last amended by P.A. 811, Laws of 1969	Boards of Education (Local and State)	Required to bargain collectively.	Exclusive State or l grants rec representa exists an the board
Delaware	State	Ch.13, Title 19, Delaware Code, Secs.1301 -1313, as added by S.B.660, 1970 L.	State Depart- ment of Labor and Industrial Relations (SDLIR)	Required to bargain collectively.	Exclusive to determi ative in a
	Local	Same as State if subdivision elects to be covered.	***	***	
	Firemen	Same as Local	***	***	
	Police	Same as Local	***	***	
	Teachers	Ch.40, Title 14, 1969 L.	State and Local Boards of Education.	Required to bargain collectively.	Board of E majority r elections
District of Columbia	Local	E.O. No.70-229, June 19, 1970, as implemented by Ch.25A of the District Personnel Manual	Board of Labor Relations (BLR)	Required to bargain collectively.	Exclusive designates and conduc necessary are certif Labor Rela
	Firemen	Same as Local	***	***	
	Police	Same as Local	***	***	
	Teachers	---	---	---	
Florida	State	E.O. 71-20, 1971	---	Prohibited[3]	
	Local	Dade County Classroom Teachers' Ass'n. v. Ryan, 225 So. 2d 903 , 1969	---	Required to bargain collectively.	
	Firemen[4]	Ch.67-900, 1967 L., as amended by Ch.69-791, 1969 L.	---	Required to bargain collectively.	Exclusive recognizes

THORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
, Laws of 1965, amended by P.A. ws of 1969	Boards of Education (Local and State)	Required to bargain collectively.	Exclusive - Where appropriate, State or local board of education grants recognition to majority representative. Where opposition exists an election is conducted by the board of education.	---	---
Title 19, e Code, Secs.1301 as added by , 1970 L.	State Department of Labor and Industrial Relations (SDLIR)	Required to bargain collectively.	Exclusive - SDLIR conducts election to determine majority representative in appropriate unit.	Appropriate unit determined by SDLIR.	---
State if sion elects to ed.	***	***	***	***	***
Local	***	***	***	***	***
Local	***	***	***	***	***
Title 14, 1969 L.	State and Local Boards of Education.	Required to bargain collectively.	Board of Education certifies majority representative; conducts elections where opposition exists.	---	---
70-229, June 19, implemented by f the District l Manual	Board of Labor Relations (BLR)	Required to bargain collectively.	Exclusive - Personnel Officer designates majority representative and conducts elections when necessary the results of which are certified by the Board of Labor Relations.	Personnel Officer determines appropriate unit in undisputed cases. In disputed cases, BLR rules.	Yes
Local	***	***	***	***	***
Local	***	***	***	***	***
---	---	---	---	---	---
20, 1971	---	Prohibited[3]	---	---	---
nty Classroom ' Ass'n. v. Ryan, 2d 903 , 1969	---	Required to bargain collectively.	---	---	---
0, 1967 L., as by Ch.69-791,	---	Required to bargain collectively.	Exclusive - Governmental authority recognizes majority representative.	---	---

IMPASSE PROCEDURES	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UI
Mediation by State Board of Education; either party may request advisory arbitration.	Prohibited	---	Salaries and other conditions of employment.	---	---	
Disputes except those over wages and salaries may be submitted by either party to SDLIR for mediation or by agreement of the parties to arbitration.	Prohibited	---	Wages, salaries, hours, vacations, sick leave, grievance procedures, and other terms and conditions of employment.	---	---	Du up at em
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
Either party may request mediation by any method agreed upon;either party may request fact-finding with recommendations.	Prohibited Loss of exclusive representative status for 2 years; loss of dues check-off for 1 year.	---	Salaries, employee benefits, and working conditions.	---	---	Du up at em
BLR resolves impasses through fact-finding and final binding arbitration.	Prohibited	Yes	Terms and conditions of employment.	Stipulated for employer and employee organizations.	May negotiate; otherwise, must utilize procedures of District Govt.	Du up at em
***	***	***	***	***	***	
***	***	***	***	***	***	
---	---	---	---	---	---	
---	Prohibited (Florida Statutes Annotated, Ch.839 (1959))	---	---	---	---	
---	Prohibited (Dade County Case)	---	---	---	---	
Unresolved issues submitted to advisory arbitration.	Prohibited (Dade County Case)	---	Wages, hours, and all other conditions of employment.	---	---	

POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY PROVISIONS	STATE
	---	Salaries and other conditions of employment.	---	---	---	Connecticut (cont.)
	---	Wages, salaries, hours, vacations, sick leave, grievance procedures, and other terms and conditions of employment.	---	---	Dues check-off upon authorization of employee.	Delaware
*	***	***	***	***	***	
*	***	***	***	***	***	
*	***	***	***	***	***	
clusive tive status ; loss of -off for 1	---	Salaries, employee benefits, and working conditions.	---	---	Dues check-off upon authorization of employee.	
	Yes	Terms and conditions of employment.	Stipulated for employer and employee organizations.	May negotiate; otherwise, must utilize procedures of District Govt.	Dues check-off upon authorization of employee.	District of Columbia
*	***	***	***	***	***	
*	***	***	***	***	***	
-	---	---	---	---	---	
(Florida notated, 9))	---	---	---	---	---	Florida
(Dade)	---	---	---	---	---	
(Dade)	---	Wages, hours, and all other conditions of employment.	---	---	---	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Florida (cont.)	Police	---	---	---	---
	Teachers[5]	Ch.69-665, Laws of 1969	Board of Public Instruction	Required to meet and confer.	Exclusive - Board will recognize organization selected by majority of teachers in the county.
Georgia	State	---	---	---	---
	Local	---	---	---	---
	Firemen[6]	H.B.569, 1971 L.	---	Required to bargain collectively.	Exclusive - Recognition granted by appropriate corporate authority after majority vote.
	Police	---	---	---	---
	Teachers	Unofficial Attorney General Opinion, Sept.1, 1966	---	May bargain collectively.	---
Hawaii	State	Act 171, 1970 L.	Hawaii Public Employment Relations Board (PERB)	Required to bargain collectively.	Exclusive - PERB conducts election and certifies majority representative.
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***
	Police	Same as State	***	***	***
	Teachers	Same as State	***	***	***
Idaho	State	---	---	---	---
	Local	Attorney General Opinion, March 18, 1959	---	May bargain collectively (A, March 18, 1959).	---

...AND	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	---	---	---	---	---
...of 1969	Board of Public Instruction	Required to meet and confer.	Exclusive - Board will recognize organization selected by majority of teachers in the county.	---	---
	---	---	---	---	---
	---	---	---	---	---
.	---	Required to bargain collectively.	Exclusive - Recognition granted by appropriate corporate authority after majority vote.	---	---
	---	---	---	---	---
...rney ..., Sept.1,	---	May bargain collectively.	---	---	---
.	Hawaii Public Employment Relations Board (PERB)	Required to bargain collectively.	Exclusive - PERB conducts election and certifies majority representative.	State wide units predetermined by statute for most classes of employees. Where controversy exists PERB makes final decision.	YES
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
	---	---	---	---	---
...l Opinion,	---	May bargain collectively (A, March 18, 1959).	---	---	---

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURE
---	Prohibited (Dade County Case)	---	---	---	---
Advisory Arbitration.	Prohibited (Dade County Case)	---	---	---	---
---	Prohibited (Code of Georgia Annotated, Ch. 89-13, Secs.89-1301-89-1304, 1962) Termination of employment, loss of civil service status; re-employment banned for 3 years.	---	---	---	---
---	---	---	---	---	---
Unresolved issues submitted to "mediation."[7]	Prohibited	---	Wages, hours, and other conditions of employment.	---	---
---	---	---	---	---	---
---	Prohibited (A, Sept.1, 1966)	---	---	---	---
PERB appoints mediators, fact-finding boards(with recommendations made public); parties may agree to binding arbitration. Willful interference with impasse procedures constitutes a misdemeanor.	All employees granted limited right to strike. Strikes endangering public health and safety are unlawful. PERB decides legality of strike. PERB may petition court for injunction against unlawful strike.	YES	Wages, hours, and other conditions of employment.	Stipulated for employers and employee organizations.	May negotia
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
---	---	---	---	---	---
---	---	---	---	---	---

STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY PROVISIONS	STATE
Prohibited (Dade County Case)	---	---	---	---	---	Florida (cont.)
Prohibited (Dade County Case)	---	---	---	---	---	
Prohibited (Code of Georgia Annotated, Ch. 89-13, Secs.89-1301-89-1304, 1962) Termination of employment, loss of civil service status; re-employment banned for 3 years.	---	---	---	---	---	Georgia
---	---	---	---	---	---	
Prohibited	---	Wages, hours, and other conditions of employment.	---	---	---	
---	---	---	---	---	---	
Prohibited (A, Sept.1, 1966)	---	---	---	---	---	
All employees granted limited right to strike. Strikes endangering public health and safety are unlawful. PERB decides legality of strike. PERB may petition court for injunction against unlawful strike.	YES	Wages, hours, and other conditions of employment.	Stipulated for employers and employee organizations.	May negotiate.	Employer deducts reasonable service fees; dues check-off upon authorization of employee.	Hawaii
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
---	---	---	---	---	---	Idaho
---	---	---	---	---	---	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Idaho (cont.)	Firemen	Ch.138, 1970 L.	---	Required to bargain collectively.	Exclusive - Selection by majority of firefighters in unit.
	Police	---	---	---	---
	Teachers	H.B.209, 1971 L.	---	Required to bargain collectively.	Exclusive - Representative selected by majority of professionals in school district.
Illinois	State	---	---	---	---
	Local	---	---	May bargain collectively. (Chicago Div. of Ill. Educ. Ass'n. v. Bd. of Educ. of City of Chicago, 222 N.E. 2d 243,1966)	---
	Firemen	Illinois Revised Statutes, Ch.24, Secs.10-3-8 to 10-3-11, 1965	---	---	---
	Police	---	---	---	---
	Teachers	---	---	May bargain collectively. (See Local)	---
Indiana	State	Attorney General Opinion, August 8, 1969	---	Right to present proposals.(A, August 8, 1969)	---
	Local	Same as State	---	Same as State	---
	Firemen	Same as State	---	Same as State	---
	Police	Same as State	---	Same as State	---
	Teachers	Same as State	---	Same as State	---
Iowa	State	---	---	May bargain collectively. (State Bd. of Regents v. Packing House Workers, 175 N.W. 2d 110, 1970)	---
	Local	---	---	Same as State	---
	Firemen	---	---	Same as State	---

Y AND	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
L.	---	Required to bargain collectively.	Exclusive - Selection by majority of firefighters in unit.	---	---
	---	---	---	---	---
L.	---	Required to bargain collectively.	Exclusive - Representative selected by majority of professionals in school district.	---	---
	---	---	---	---	---
	---	May bargain collectively. (Chicago Div. of Ill. Educ. Ass'n. v. Bd. of Educ. of City of Chicago, 222 N.E. 2d 243,1966)	---	---	---
sed Stat-Secs.10-3-8 965	---	---	---	---	---
	---	---	---	---	---
	---	May bargain collectively. (See Local)	---	---	---
ral Opinion, 9	---	Right to present proposals.(A, August 8, 1969)	---	---	---
	---	Same as State	---	---	---
	---	Same as State	---	---	---
	---	Same as State	---	---	---
	---	Same as State	---	---	---
	---	May bargain collectively. (State Bd. of Regents v. Packing House Workers, 175 N.W. 2d 110, 1970)	---	---	---
	---	Same as State	---	---	---
	---	Same as State	---	---	---

IMPASSE PROCEDURES	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANC PROCEDUR
Fact-finding with recommendations. Recommendations are available to anyone upon request.	---[8]	---	Wages, rates of pay, working conditions, and all other conditions of employment.	---	---
---	---	---	---	---	---
Mediation followed by fact-finding with recommendations.	---	---	On those matters specified in any negotiation agreement between the parties.	---	---
---	See Local	---	---	---	---
---	Prohibited (Bd. of Educ. of Community Unit School District No.2 v. Doris Redding, 207 N.E. 2d 427,1965)[9]	---	---	---	---
Advisory Arbitration.	Same as Local	---	---	---	---
---	Same as Local	---	---	---	---
---	Same as Local	---	---	---	---
---	Prohibited (Anderson Federation of Teachers v. School, City of Anderson, 254 N.E. 2d 329, 1970)	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Prohibited (Board of Regents Case)	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---

STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY PROVISIONS	STATE
---[8]	---	Wages, rates of pay, working conditions, and all other conditions of employment.	---	---	---	Idaho (cont.)
---	---	---	---	---	---	
---	---	On those matters specified in any negotiation agreement between the parties.	---	---	---	
Local	---	---	---	---	---	Illinois
ibited (Bd. of [9] . of Community School District v. Doris Redding, N.E. 2d 427,1965)	---	---	---	---	---	
as Local	---	---	---	---	---	
as Local	---	---	---	---	---	
as Local	---	---	---	---	---	
ibited (Anderson ration of Teachers chool, City of rson, 254 N.E. 2d 1970)	---	---	---	---	---	Indiana
as State	---	---	---	---	---	
as State	---	---	---	---	---	
as State	---	---	---	---	---	
as State	---	---	---	---	---	
ibited (Board of nts Case)	---	---	---	---	---	Iowa
as State	---	---	---	---	---	
as State	---	---	---	---	---	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDUR
Iowa (cont.)	Police	---	---	Same as State	---
	Teachers	---	---	Same as State	---
Kansas	State	S.B.333, 1971 L., effective March 12, 1972	Public Employee Relations Board (PERB)	Required to meet and confer.	Exclusive - PERB conducts to determine majority rep in appropriate unit.
	Local	Same as State if coverage under statute is elected	***	***	***
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	H.B.1647, 1970 L.	State Board of Education (SBE)	Required to meet and confer.	Exclusive - SBE determine representative; conducts if necessary.
Kentucky	State	Kentucky Personnel Policy Statement, Dec.20, 1966	---	Right to present proposals.	---
	Local	---	---	Right to present proposals. (A,64-591, August 14,1964)	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	Attorney General Opinion 65-84, Feb. 2, 1965	---	May bargain collectively.	---
Louisiana	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---

Y AND	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	---	Same as State	---	---	---
	---	Same as State	---	---	---
l L., rch 12, 1972	Public Employee Relations Board (PERB)	Required to meet and confer.	Exclusive - PERB conducts election to determine majority representative in appropriate unit.	PERB determines appropriate unit.	YES
e if er statute	***	***	***	***	***
l	***	***	***	***	***
l	***	***	***	***	***
70 L.	State Board of Education (SBE)	Required to meet and confer.	Exclusive - SBE determines majority representative; conducts election, if necessary.	SBE determines appropriate unit.	---
sonnel ment, Dec.20,	---	Right to present proposals.	---	---	---
	---	Right to present proposals. (A,64-591, August 14,1964)	---	---	---
	---	---	---	---	---
	---	---	---	---	---
eral Opinion , 1965	---	May bargain collectively.	---	---	---
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IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVAN PROCEDU
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
Mediation, fact-finding with recommendations, and voluntary arbitration.	Prohibited Unfair labor practice	YES	Wages, hours, leave and other benefits, grievance procedures, etc.	Stipulated for employers and employee organizations.	PERB esta es proced for griev resolutio not deter by agreem binding d ions.
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
---	Prohibited	YES	Terms and conditions of professional service.	---	Parties m establish grievance edure.
---	Prohibited (Personnel Policy Statement)	---	---	---	---
---	Prohibited (Jefferson County Teachers' Ass'n. v. Bd. of Education, 75 LRRM 2486, 1970)	---	---	---	---
---	---	---	---	---	---
---	---	---	---	---	---
---	Prohibited (Jefferson County Case)	---	Salary and working conditions.	---	---
---	---	---	---	---	---
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TRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY PROVISIONS	STATE
s State	---	---	---	---	---	Iowa (cont.)
s State	---	---	---	---	---	
ited r labor practice	YES	Wages, hours, leave and other benefits, grievance procedures, etc.	Stipulated for employers and employee organizations.	PERB establishes procedures for grievance resolution if not determined by agreement; binding decisions.	---	Kansas
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
ited	YES	Terms and conditions of professional service.	---	Parties may establish grievance procedure.	---	
ited (Personnel Statement)	---	---	---	---	---	Kentucky
ited (Jefferson Teachers' Ass'n. of Education, M 2486, 1970)	---	---	---	---	---	
---	---	---	---	---	---	
---	---	---	---	---	---	
ited (Jefferson Case)	---	Salary and working conditions.	---	---	---	
---	---	---	---	---	Dues check-off upon authorization of employee. Employing authority may elect whether or not to make such deduction.(Act 419, 1966 L.)	Louisiana
---	---	---	---	---	Same as State	
---	---	---	---	---	Same as State	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Louisiana (cont.)	Police	---	---	---	---
	Teachers	---	---	---	---
Maine	State	Ch.63, 1968 L., as amended by Ch.550, 1970 L.10	State Employee Appeal Board (SEAB)	---	---
	Local	Ch.9-A, 1969 L., as amended by Ch.578, 1970 L	Department of Labor and Industry (DLI)	Required to bargain collectively.	Exclusive - In absence of consent of public employer, Commissioner of DLI conducts election to determine majority representative. Ruling of the Commissioner appealable to Public Employee Relations Appeal Board (PERAB). PERAB's decision appealable to Superior Court.
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	Same as Local	***	***	***
Maryland	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	Sec.160, Ch.405, 1969 L.	State Board of Education (SBE)	Required to bargain collectively.	Exclusive - SBE conducts elections and certifies majority representative.
Massachusetts	State[12]	Ch.149, 1965 L., as amended by Chs.340 and 445, 1970 L., Secs.178-D-F	State Labor Relations Commission (SLRC)	Required to bargain collectively.	Exclusive - Employer recognizes majority representative in undisputed cases; where dispute exists, SLRC conducts election.

ITY AND E	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	---	---	---	---	---
	---	---	---	---	---
L., as amend-, 1970 L.10	State Employee Appeal Board (SEAB)	---	---	---	---
L., as h.578, 1970 L	Department of Labor and Industry (DLI)	Required to bargain collectively.	Exclusive - In absence of consent of public employer, Commissioner of DLI conducts election to determine majority representative. Ruling of the Commissioner appealable to Public Employee Relations Appeal Board (PERAB). PERAB's decision appealable to Superior Court.	Commissioner of DLI determines appropriate unit. Decision appealable to PERAB. Decision of PERAB appealable to Superior Court.	YES
1	***	***	***	***	***
1	***	***	***	***	***
1	***	***	***	***	***
	---	---	---	---	---
	---	---	---	---	---
	---	---	---	---	---
	---	---	---	---	---
405, 1969 L.	State Board of Education (SBE)	Required to bargain collectively.	Exclusive - SBE conducts elections and certifies majority representative.	Employer determines appropriate unit in negotiation with concerned employee organizations.	YES
L., as hs.340 and , Secs.178-	State Labor Relations Commission (SLRC)	Required to bargain collectively.	Exclusive - Employer recognizes majority representative in undisputed cases; where dispute exists, SLRC conducts election.	In disputed cases, SLRC determines appropriate unit.	YES

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEV PROCE
---	---	---	---	---	--
---	---	---	---	---	--
SEAB mediates final settlement of all grievances and disputes except those concerning matters of classification and compensation. Binding decisions.	---	YES	---	---	SEAB m final minati grievs
Mediation; upon request of parties, Board of Arbitration and Conciliation or Commissioner of DLI provides fact-finding with recommendations. If parties fail to reach agreement, may request arbitration services. Binding determinations except on matters concerning salaries, pensions, and insurance. Either party may seek review of any binding determination in the Superior Court.	Prohibited Unfair labor practice and enjoinable; irreparable injury need not be shown for TRO, or injunction to issue.	YES	Wages, hours, working conditions, and contract grievance arbitration.	Stipulated for employers and employee organizations. Offenses enjoinable.	Agreem contai ision ing ar
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"Mediation" panel appointed upon request of parties; if impasse not resolved, panel makes report and recommendations.[11]	Prohibited Revocation of exclusive representative status for 2 years; loss of dues check-off for 1 year.	YES	All matters relating to salaries, hours, and other working conditions.	---	-
Fact-finding with non-binding recommendations.	Prohibited Unfair labor practices.	YES	Wages, hours, and working conditions.	Stipulated for employers and employee organizations.	Set ou 53-57, enacte 485, 1 as ame Ch.853

STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
---	---	---	---	---	Same as State	Louisiana (cont.)
---	---	---	---	---	Same as State	
---	YES	---	---	SEAB makes final determination of grievances.	---	Maine
ohibited Unfair labor practice and enjoinable; irreparable injury need not be shown for TRO, or injunction to issue.	YES	Wages, hours, working conditions, and contract grievance arbitration.	Stipulated for employers and employee organizations. Offenses enjoinable.	Agreement may contain a provision for binding arbitration	---	
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
---	---	---	---	---	---	Maryland
---	---	---	---	---	---	
---	---	---	---	---	---	
---	---	---	---	---	---	
ohibited Revocation of exclusive representative status for 2 years; loss of dues check-off for 1 year.	YES	All matters relating to salaries, hours, and other working conditions.	---	---	Dues check-off upon authorization of employee.	
ohibited Unfair labor practices.	YES	Wages, hours, and working conditions.	Stipulated for employers and employee organizations.	Set out in Secs 53-57, Ch.30, enacted by Ch. 485, 1945 L., as amended by Ch.853, 1965 L.	---	Massachusetts

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Massachusetts (cont.)	Local	Ch.149, 1965 L., as amended by Chs.340 and 445, 1970 L., Secs.178-G-N	State Labor Relations Commission (SLRC)	Required to bargain collectively.	Exclusive - SLRC certifies majo representative and conducts ele ion if necessary.
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	Same as Local	***	***	***
Michigan	State	H.B.2953, 1965 L.	Michigan Employment Relations Commission (MERC)	Required to bargain collectively.	Exclusive - MERC certifies majo representative and conducts ele ion if necessary.
	Local	Same as State	***	***	***
	Firemen	P.A.312, 1969 L.	---	---	---
	Police	Same as Firemen	***	***	***
	Teachers	Same as State	***	***	***
Minnesota	State	S.B. 4, L. 1971 Effective July 1, 1972.	Minnesota Public Employment Relations Board (MPERB) and Bureau of Mediation Services (BMS)	Required to bargain collectively.	Exclusive - Director of Mediati Services (DMS) may certify emplo org. upon a proper showing. DM also conduct an election in disp cases.
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***
	Police	Same as State	***	***	***
	Teachers	Same as State	***	***	***
Mississippi	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---

UTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
9, 1965 L., as ed by Chs.340 and 1970 L., Secs.178-	State Labor Relations Commission (SLRC)	Required to bargain collectively.	Exclusive - SLRC certifies majority representative and conducts election if necessary.	SLRC determines appropriate unit.	YES
s Local	***	***	***	***	***
s Local	***	***	***	***	***
s Local	***	***	***	***	***
953, 1965 L.	Michigan Employment Relations Commission (MERC)	Required to bargain collectively.	Exclusive - MERC certifies majority representative and conducts election if necessary.	MERC determines appropriate unit.	YES
s State	***	***	***	***	***
2, 1969 L.	---	---	---	---	---
s Firemen	***	***	***	***	***
s State	***	***	***	***	***
, L. 1971 ve July 1, 1972.	Minnesota Public Employment Relations Board (MPERB) and Bureau of Mediation Services (BMS)	Required to bargain collectively.	Exclusive - Director of Mediation Services (DMS) may certify employee org. upon a proper showing. DM may also conduct an election in disputed cases.	DMS determines appropriate unit. Decision of DMS may be appealed to MPERB.	YES
e as State	***	***	***	***	***
e as State	***	***	***	***	***
e as State	***	***	***	***	***
e as State	***	***	***	***	***
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IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	
Fact-finding with non-binding recommendations.	Prohibited	YES	Wages, hours, and other conditions of employment.	Stipulated for employers and employee organizations.	S A C a r
***	***	***	***	***	
***	***	***	***	***	
***	***	***	***	***	
Mediation and fact-finding with non-binding recommendations.	Prohibited	---	Wages, hours, and other conditions of employment.	Stipulated for employer only.	M g r e
***	***	***	***	***	
Compulsory, binding arbitration.[13]	Prohibited	---	---	---	
***	***	***	***	***	
***	***	***	***	***	
Mediation, if mediation fails, parties submit final positions on disputed matters. MPERB initiates arbitration. Arbitration panel decision is final and binding on public employee organization. Public employer, however, has 10 days to reject decision.	Prohibited Automatic termination of striking employees; compensation increase prohibited for 1 year; probationary status for 2 years. Right of review in court.	YES	Wages, hours, and conditions of employment.	Stipulated for employer and employee organizations; aggrieved party may bring action in district court.	A m c b t
***	***	***	***	***	
***	***	***	***	***	
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	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
	Prohibited	YES	Wages, hours, and other conditions of employment.	Stipulated for employers and employee organizations.	State Board of Arbitration and Conciliation available upon request.	Separate law authorizes dues check-off and deduction of service fees for subdivisions which elect to be covered. (Ch.463, 1970 L)	Massachusetts (cont.)
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	Prohibited	---	Wages, hours, and other conditions of employment.	Stipulated for employer only.	Mediation of grievances upon request of either party.	---	Michigan
	***	***	***	***	***	***	
	Prohibited	---	---	---	---	---	
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	Prohibited Automatic termination of striking employees; compensation increase prohibited for 1 year; probationary status for 2 years. Right of review in court.	YES	Wages, hours, and conditions of employment.	Stipulated for employer and employee organizations; aggrieved party may bring action in district court.	All agreements must contain compulsory binding arbitration provision.	Dues check-off upon authorization of employee.	Minnesota
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	---	---	---	---	---	---	Mississippi
	---	---	---	---	---	---	
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STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Mississippi (cont.)	Police	---	---	---	---
	Teachers	---	---	---	---
Missouri	State	H.B. No.166, 1967 L., as amended by S.B.36, 1969 L.	State Board of Mediation (SBM)	Required to meet, confer, and discuss.	Exclusive - SBM resolves issues of majority representative status. Parties aggrieved by SBM determination, may appeal to circuit court.
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***
	Police	---	---	---	---
	Teachers	Attorney General Opinion, December 12, 1968	---	Right to make proposals to school boards.	---
Montana	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	H.B.455, 1971 L.	School boards	Required to bargain collectively.	Exclusive - School board determines majority representative; conducts election, if necessary.
	Nurses	Ch.320, 1969 L.	State Board of Health (SBH)	Required to bargain collectively.	Exclusive - State Board of Health conducts election to determine majority representative in appropriate unit.
Nebraska	State	Ch.178, 1947 L., as amended by L.B.15,1969 L.	Court of Industrial Relations (CIR)	Required to bargain collectively.	Exclusive - Jurisdictions grant recognition, conduct elections if necessary; CIR certifies majority representative.
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***

THORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
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---	---	---	---	---	---
.166, 1967 L., ded by S.B.36,	State Board of Mediation (SBM)	Required to meet, confer, and discuss.	Exclusive - SBM resolves issues of majority representative status. Parties aggrieved by SBM determination, may appeal to circuit court.	SBM determines appropriate unit. Determinations appealable to circuit court.	---
State	***	***	***	***	***
State	***	***	***	***	***
---	---	---	---	---	---
y General Opinion, r 12, 1968	---	Right to make proposals to school boards.	---	---	---
---	---	---	---	---	---
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---	---	---	---	---	---
, 1971 L.	School boards	Required to bargain collectively.	Exclusive - School board determines majority representative; conducts election, if necessary.	---	---
1969 L.	State Board of Health (SBH)	Required to bargain collectively.	Exclusive - State Board of Health conducts election to determine majority representative in appropriate unit.	In absence of mutual consent of parties, SBH determines appropriate unit.	YES
1947 L., as by L.B.15,1969 L.	Court of Industrial Relations (CIR)	Required to bargain collectively.	Exclusive - Jurisdictions grant recognition, conduct elections if necessary; CIR certifies majority representative.		YES
State	***	***	***	***	***
State	***	***	***	***	***

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIE PROC
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---	Prohibited	---	Salaries and other conditions of employment.	---	
***	***	***	***	***	*
***	***	***	***	***	*
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Senior District Judge submits list to parties for selection of third member of impasse panel. Panel makes findings of fact and recommendations which are made public.	Prohibited Unfair labor practice; suspension without pay, dismissal plus loss of salary for each day of strike.	YES	Salaries, hours, and other terms of employment.	Stipulated for employer and employee organizations.	
---	Prohibited only if there is another strike in progress at another health care facility within 150 mile radius; must give health care facility 30 day notice and date of strike.	---	---	Stipulated for employers only.	
CIR provides panels of mediators, fact-finding boards; Court arbitrates disputes and issues final, binding orders. Jurisdiction of CIR can be invoked by parties, the Attorney General, or by order of the Governor.	Prohibited Fines and/or imprisonment for not more than one year.	YES	Terms and conditions of employment.	Stipulated for employees only.	CIR griev
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***	***	***	***	***	*

	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
	---	---	---	---	---	---	Mississippi (cont.)
	---	---	---	---	---	---	
	Prohibited	---	Salaries and other conditions of employment.	---	---	---	Missouri
	***	***	***	***	***	***	
	***	***	***	***	***	***	
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	---	---	---	---	---	---	Montana
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ist rd	Prohibited Unfair labor practice; suspension without pay, dismissal plus loss of salary for each day of strike.	YES	Salaries, hours, and other terms of employment.	Stipulated for employer and employee organizations.	---	---	
	Prohibited only if there is another strike in progress at another health care facility within 150 mile radius; must give health care facility 30 day notice and date of strike.	---	---	Stipulated for employers only.	---	---	
s, t- , CIR f	Prohibited Fines and/or imprisonment for not more than one year.	YES	Terms and conditions of employment.	Stipulated for employees only.	CIR hears grievances.	---	Nebraska
	***	***	***	***	***	***	
	***	***	***	***	***	***	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Nebraska (cont.)	Police	Same as State	***	***	***
	Teachers	H.B.485, 1967 L.	School boards; CIR[13]	May meet and confer.	Exclusive - School board ce majority representative.
Nevada	State	---	---	---	---
	Local	Ch.650, 1969 L., as amended by A.B.178, Ch. 340, 1971 L.	Local Government Employee-Management Relations Board (EMRB)	Required to bargain collectively.	Exclusive - Local governmer oyer grants recognition to ity representative. Employe anization must disavow rig strike as condition for rec ion. In disputed cases, Boa rules, conducts elections c appeal from aggrieved emplo organization.
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	Same as Local	***	***	***
New Hampshire	State	Ch.98C, State Code, 1969 L.	Management-Employee Relations Commission (MERC)	Required to bargain collectively.	Exclusive - MERC conducts el and certifies representative appropriate unit.
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	Same as State	***	***	***
New Jersey	State	New Jersey Employer-Employee Relations Act amended by Ch.303, Laws of 1968	New Jersey Public Employment Relations Commission (PERC)	Required to bargain collectively.	Exclusive - PERC conducts ele to determine majority represe ive in appropriate unit.
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***
	Police	Same as State	***	***	***

AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
ame as State	***	***	***	***	***
.B.485, 1967 L.	School boards; CIR[13]	May mee and confer.	Exclusive - School board certifies majority representative.	---	---
---	---	---	---	---	---
h.650, 1969 L., as mended by A.B.178, Ch. 40, 1971 L.	Local Government Employee-Management Relations Board (EMRB)	Required to bargain collectively.	Exclusive - Local government employer grants recognition to majority representative. Employee organization must disavow right to strike as condition for recognition. In disputed cases, Board rules, conducts elections on appeal from aggrieved employee organization.	Local government employer determines appropriate unit; where contested, EMRB makes final determination.	YES
ame as Local	***	***	***	***	***
ame as Local	***	***	***	***	***
ame as Local	***	***	***	***	***
n.98C, State Code, 969 L.	Management-Employee Relations Commission (MERC)	Required to bargain collectively.	Exclusive - MERC conducts election and certifies representative in appropriate unit.	MERC determines appropriate unit.	YES
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---	---	---	---	---	---
ame as State	***	***	***	***	***
ew Jersey Employer-mployee Relations Act mended by Ch.303, ws of 1968	New Jersey Public Employment Relations Commission (PERC)	Required to bargain collectively.	Exclusive - PERC conducts elections to determine majority representative in appropriate unit.	PERC determines appropriate unit only in cases of dispute.	YES
ame as State	***	***	***	***	***
ame as State	***	***	***	***	***
ame as State	***	***	***	***	***

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANC PROCEDUR
***	***	***	***	***	***
Ad hoc fact-finding board makes non-binding recommendations.	Prohibited	---	Terms and conditions of employment, grievance procedures.	---	Negotiab
---	---	---	---	---	---
Mediation by agreement of parties; fact-finding with recommendations. Governor has authority to order findings of fact and recommendations to be binding on the parties.	Prohibited Enjoinable; fine up to $50,000; officers of employee organizations punished by $1,000 fine per day and/or possible imprisonment. Strikers may be summarily dismissed or suspended.	YES	Wages, hours, and conditions of employment.	Stipulated for employer and employee organizations.	EMRB hear rules on grievance
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
Parties may establish procedures for mediation, fact-finding.	Prohibited Agreement must contain no strike clause; striking organizations decertified as exclusive representative; striking employees subject to penalties of law and regulations governing personnel misconduct.	YES	Conditions of employment.	---	Parties m establish edures fo binding a ation of grievance
---	---	---	---	---	---
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***	***	***	***	***	***
Mediation; PERC recommends or invokes fact-finding with recommendations; voluntary arbitration.	Prohibited Enjoinable (Board of Education v. N.J. Education Ass'n., 69 LRRM 2870).	YES	Terms and conditions of employment; grievances.	---[14]	Grievanc edures m included agreemen
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***

ICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
	***	***	***	***	***	Nebraska (cont.)
	---	Terms and conditions of employment, grievance procedures.	---	Negotiable	---	
	---	---	---	---	---	Nevada
ine up officers organiz- ed by er day ble . Strikers rily dis- spended.	YES	Wages, hours, and conditions of employment.	Stipulated for employer and employee organizations.	EMRB hears and rules on grievances.	---	
	***	***	***	***	***	
	***	***	***	***	***	
	***	***	***	***	***	
st cont- e clause; anizat- fied as present- ing empl- t to law and governing sconduct.	YES	Conditions of employment.	---	Parties may establish procedures for binding arbitration of grievances.	Dues check-off upon authorization of employee.	New Hampshire
	---	---	---	---	---	
	---	---	---	---	---	
	---	---	---	---	---	
	***	***	***	***	***	
(Board of . N.J. ss'n.,).	YES	Terms and conditions of employment; grievances.	---[14]	Grievance procedures must be included in agreements.	---	New Jersey
	***	***	***	***	***	
	***	***	***	***	***	
	***	***	***	***	***	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
New Jersey (cont.)	Teachers	Same as State	***	***	***
New Mexico	State	Attorney General Opinion, April 14, 1971	---	May bargain collectively.	---
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***
	Police	Same as State	***	***	***
	Teachers	Attorney General Opinion, April 14, 1971	---	May bargain collectively.	---
New York	State	Taylor Act, 1967 L., amended 1970, amended by Chs.503 and 504, Laws of 1971	Public Employment Relations Board (PERB)	Required to bargain collectively.	Exclusive - PERB resolves is representation only in absen local procedures or in cases dispute; in such cases, PERB ucts elections and certifies bargaining representative.
	Local	Same as State	***	***	***
	Firemen	Same as State	***	***	***
	Police	Same as State	***	***	***
	Teachers	Same as State	***	***	***
North Carolina	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	---	---	---	---
North Dakota	State	Ch.34-11, North Dakota Revised Laws, enacted by Ch.219, 1951 L.	---	May bargain collectively.(A, January 13, 1956)	---

	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	***	***	***	***	***
nion,	---	May bargain collectively.	---	---	---
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
nion,	---	May bargain collectively.	---	---	---
d by s of	Public Employment Relations Board (PERB)	Required to bargain collectively.	Exclusive - PERB resolves issues of representation only in absence of local procedures or in cases of dispute; in such cases, PERB conducts elections and certifies bargaining representative.	Government employer determines unit. In cases of dispute, PERB decides appropriate unit.	YES
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
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	---	---	---	---	---
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	---	---	---	---	---
a by	---	May bargain collectively.(A, January 13, 1956)	---	---	---

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES
***	***	***	***	***	***
---	Prohibited (A, 59-90 July 31, 1959)	---	---	---	---
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
---	Prohibited (A, 64-47 April 8, 1964)	---	---	---	---
PERB provides mediators, fact-finding boards upon request of parties or on its own initiative; recommendations of the fact-finding board may be made public; if fact-finding recommendations are not accepted, the legislature or committee thereof conducts hearings and makes final determination.	Prohibited Striking employees placed on probation for one year without tenure; an amount twice daily pay for each day of strike deducted for each striking employee. Employee organizations lose all representation rights and dues check-off for period determined by PERB; PERB imposes penalties and fines enforceable by State Supreme Court.	---	Terms and conditions of employment.	Stipulated for employers and employee organizations.	---
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
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Mediation of impasse grievances and disputes; "mediation" board holds hearings and makes non-binding recommendations.	---	---	---	---	Mediation b mediates gr ances.

TRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
***	***	***	***	***	***	New Jersey (cont.)
ited (A, 59-90 1, 1959)	---	---	---	---	---	New Mexico
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
ited (A, 64-47 8, 1964)	---	---	---	---	---	
ited ing employees d on probation ne year without e; an amount daily pay for day of strike ted for each ing employee. yee organizations all representat- ights and dues -off for period mined by PERB; imposes penalties ines enforceable ate Supreme Court.	---	Terms and conditions of employment.	Stipulated for employers and employee organizations.	---	Dues check-off upon authorization of employee.	New York
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
---	---	---	---	---	---	North Carolina
---	---	---	---	---	---	
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---	---	---	---	Mediation board mediates grievances.	---	North Dakota

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	
North Dakota (cont.)	Local	Same as State	***	***	***	
	Firemen	Same as State	***	***	***	
	Police	Same as State	***	***	***	
	Teachers	H.B.175, 1969 L.	School boards; Education Fact-finding Commission (EFC)	Required to bargain collectively.	Exclusive - Local school board determines majority representative; conducts election where contested. Election conducted in accordance with rules and regulations established by EFC if parties cannot agree.	S a
Ohio	State	---	---	---	---	
	Local	---	---	---	---	
	Firemen	---	---	---	---	
	Police	---	---	---	---	
	Teachers	---	---	---	---	
Oklahoma	State	---	---	---	---	
	Local	---	---	---	---	
	Firemen	S.B.105, 1971 L.	---	Required to bargain collectively.	Exclusive - Corporate authorities grant recognition to majority representative in appropriate unit.	

' AND	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
' L.	School boards; Education Fact-finding Commis-sion (EFC)	Required to bargain collectively.	Exclusive - Local school board determines majority representative; conducts election where contested. Election conducted in accordance with rules and regulations estab-lished by EFC if parties cannot agree.	School board determines appropriate unit.	YES
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	---	---	---	---	---
	---	---	---	---	---
	---	---	---	---	---
	---	---	---	---	---
	---	---	---	---	---
L.	---	Required to bargain collectively.	Exclusive - Corporate authorities grant recognition to majority rep-resentative in appropriate unit.	---	---

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURE
***	Prohibited (City of Minot v. Teamsters Local No.74, 142 N.W. 2d 612, 1966)	***	***	***	***
***	Prohibited (Minot Case)	***	***	***	***
***	Prohibited (Minot Case)	***	***	***	***
Parties may agree to mediation. On request of either party, EFC administers fact-finding and makes recommendations. Such recommendations are made public.	Prohibited	YES	Salary, hours, and other terms and conditions of employment.	---	---
---	Prohibited (Ferguson Act, Page's Ohio Revised Code, 1947, Title 41 Ch.4117, Secs.4117.01-4117.05, amended 1953) Terminated when strike; may be rehired with no compensation increase for 1 year; probation for 2 years and serve without tenure if reappointed.	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Prohibited (A, March 31, 1961 and IBEW, Local 976 v. Grand River Dam Authority, 292 P. 2d 1018, 1956)	---	---	---	---
---	---	---	---	---	---
Advisory arbitration.	Prohibited Disavowal of right to strike must be included in negotiated agreements. Fines, immediate dismissal for strikers. Review procedures.	---	Wages, hours, grievances, and other terms and conditions of employment.	Stipulated for employers and employee organizations.	Parties must establish me iation and fact-finding procedures i contract; in absence of s procedures, f al arbitrati

STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
ohibited (City of not v. Teamsters cal No.74, 142 N.W. 612, 1966)	***	***	***	***	***	North Dakota (cont.)
ohibited (Minot Case)	***	***	***	***	***	
ohibited (Minot Case)	***	***	***	***	***	
ohibited	YES	Salary, hours, and other terms and conditions of employment.	---	---	---	
ohibited (Ferguson t, Page's Ohio Revis- Code, 1947, Title 41 .4117, Secs.4117.01- 17.05, amended 1953) erminated when strike; ay be rehired with o compensation incr- ase for 1 year; pro- ation for 2 years and erve without tenure f reappointed.	---	---	---	---	---	Ohio
me as State	---	---	---	---	---	
me as State	---	---	---	---	---	
me as State	---	---	---	---	---	
me as State	---	---	---	---	---	
ohibited (A, March 31, 51 and IBEW, Local 6 v. Grand River n Authority, 292 P. 1018, 1956)	---	---	---	---	---	Oklahoma
---	---	---	---	---	---	
ohibited .savowal of right to trike must be includ- d in negotiated agr- ements. Fines, imm- diate dismissal for trikers. Review rocedures.	---	Wages, hours, grievances, and other terms and conditions of employment.	Stipulated for employers and employee organizations.	Parties must establish mediation and fact-finding procedures in contract; in absence of such procedures, final arbitration.	---	

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCE
Oklahoma (cont.)	Police	Same as Firemen	***	***	***
	Teachers	H.B.1325, 1971 L.	Local boards of education	Required to bargain collectively.	Exclusive - Local board recognizes majority rep determined by election district.
Oregon	State	Oregon Revised Statutes, Secs.243.710-243.760, amended by S.B.55, 1969 L	Public Employee Relations Board (PERB)	Required to bargain collectively.	Exclusive - Local jurisd establish rules and proc for determination or PER elections to determine m representative.
	Local	Same as State if coverage under statute is elected	***	***	***
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	Oregon Revised Statutes, Secs.342.450-342.470, amended by H.B.1826, amended by S.B.314, 1971 L.	---	Required to confer, consult, and discuss	Exclusive - District sch conducts election to det majority representative. employee organization or committee)
	Nurses	Ch.720 (H.B.1360) 1961 L. as amended by Ch.671, 1969 L.	Commissioner of Bureau of Labor	Required to bargain collectively.	Exclusive - Authority of care facility determines representative; in cases Labor Commissioner condu to determine representat
Pennsylvania	State	S.B.1333, 1970 L.	Pennsylvania Labor Relations Board (PLRB)	Required to bargain collectively.	Exclusive - PLRB conduct to determine majority re
	Local	Same as State	***	***	***
	Firemen	S.B.1343, 1968 L.	---	Required to bargain collectively.	---
	Police	Same as Firemen	***	***	***

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AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
as Firemen	***	***	***	***	***
1325, 1971 L.	Local boards of education	Required to bargain collectively.	Exclusive - Local board of education recognizes majority representative determined by election in appropriate district.	---	---
on Revised Statutes, .243.710-243.760, ded by S.B.55, 1969 L	Public Employee Relations Board (PERB)	Required to bargain collectively.	Exclusive - Local jurisdictions may establish rules and procedures for for determination or PERB may conduct elections to determine majority representative.	PERB determines appropriate unit for state employees; local jurisdictions may establish rules and procedures for determinat- of unit or may defer to PERB.	YES
as State if cove- under statute is ted	***	***	***	***	***
as Local	***	***	***	***	***
as Local	***	***	***	***	***
on Revised Statutes, .342.450-342.470, ded by H.B.1826, ded by S.B.314, 1971	---	Required to confer, consult, and discuss	Exclusive - District school board conducts election to determine majority representative. (May be employee organization or teacher committee)	---	---
20 (H.B.1360) 1961 L. mended by Ch.671, L.	Commissioner of Bureau of Labor	Required to bargain collectively.	Exclusive - Authority of health care facility determines majority representative; in cases of dispute, Labor Commissioner conducts election to determine representative.	By agreement of the parties; or upon application to Labor Commissioner, Commissioner determines appropriate unit.	YES
1333, 1970 L.	Pennsylvania Labor Relations Board (PLRB)	Required to bargain collectively.	Exclusive - PLRB conducts election to determine majority representative.	PLRB determines appropriate unit.	YES
as State	***	***	***	***	***
1343, 1968 L.	---	Required to bargain collectively.	---	---	---
as Firemen	***	***	***	***	***

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PROVISI
***	***	***	***	***
Ad hoc fact-finding committee makes recommendations.	Prohibited Employee organization loses representative status.	---	Terms and conditions of employment.	---
Conciliation, mediation, fact-finding with recommendations made public, and voluntary arbitration.	Prohibited	---	Wages, hours, benefits, grievance procedures, and other conditions of employment.	---
***	***	***	***	***
***	***	***	***	***
***	***	***	***	***
Mediation, fact-finding with recommendations.	---	YES	Salaries and related economic policies affecting professional service.	---
State Conciliation Service provides mediation; PERB provides fact-finding with recommendations.	Prohibited Unfair labor practice	---	Wages, hours, and conditions of employment.	Stipulated for and employee o ions.
Mediation by Pennsylvania Bureau of Mediation; PLRB appoints fact-finding panels which make recommendations. Recommendations are made public. Parties may agree to arbitration.	Limited right to strike unless or until such strike creates a clear and present danger or threat to the health, safety, or welfare of the public. Court determines whether such strike is a danger.	YES	Wages, hours, terms and conditions of employment.	Stipulated for and employee o ions.
***	***	***	***	***
Compulsory, binding arbitration.	---	---	Wages, hours, and terms and conditions of employment.	---
***	***	***	***	***

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	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
	***	***	***	***	***	***	Oklahoma (cont.)
	Prohibited Employee organization loses representative status.	---	Terms and conditions of employment.	---	---	---	
ade ion.	Prohibited	---	Wages, hours, benefits, grievance procedures, and other conditions of employment.	---	PERB hears and rules on complaints over compliance with terms of agreement.	---	Oregon
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	***	***	***	***	***	***	
	---	YES	Salaries and related economic policies affecting professional service.	---	Negotiable	---	
vides find-	Prohibited Unfair labor practice	---	Wages, hours, and conditions of employment.	Stipulated for employer and employee organizations.	---	---	
au ons gree	Limited right to strike unless or until such strike creates a clear and present danger or threat to the health, safety, or welfare of the public. Court determines whether such strike is a danger.	YES	Wages, hours, terms and conditions of employment.	Stipulated for employer and employee organizations.	Mandatory arbitration of grievances.	Dues check-off and maintenance of membership may be negotiated.	Pennsylvania
	***	***	***	***	***	***	
n.	---	---	Wages, hours, and terms and conditions of employment.	---	---	---	
	***	***	***	***	***	***	

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STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Pennsylvania (cont.)	Teachers	Same as State	***	***	***
Rhode Island	State	Title 36, Ch.11, P.L. 1958, Ch.178, amended by S.B.28, 1970 L.	---	Required to bargain collectively.	---
	Local	Secs.28-9.4-1 to 28-9.4-19, enacted by S.386, Substitute "B", 1967 L.	State Labor Relations Board (SLRB)	Required to bargain collectively.	Exclusive - SLRB conducts electi to determine majority represent ive in appropriate unit.
	Firemen	Title 28, Ch.9.1, Secs. 28-9.1-2 to 28-9.1-14, amended by S.B.375, 1970 L.	---	Required to bargain collectively.	Exclusive - Majority representa is recognized by appropriate authorities in local jurisdicti
	Police	Title 28, Ch.9.2, Secs. 28-9.2-2 to 28-9.2-14, amended by S.380, 1970 L.	Same as Firemen	***	***
	Teachers	Title 28, Ch.9.3, amended by S.B.542, 1966 L.	State Labor Relations Board (SLRB); State Department of Education (SDE)	Required to bargain collectively.	Exclusive - SLRB conducts elect to determine majority represent ive in appropriate unit.
South Carolina	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	---	---	---	---
South Dakota	State	Ch.3-18, 1970 L., revised July 1, 1970	State Labor and Management Relations Board; Commissioner of Labor and Management Relations	Required to bargain collectively.	Formal (majority representative Informal (other organizations) Commissioner conducts elections to determine representative for formal recognition.

THORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
State	***	***	***	***	***
, Ch.11, P.L. .178, amended 8, 1970 L.	---	Required to bargain collectively.	---	---	---
9.4-1 to 28-9.4 cted by S.386. te "B", 1967 L.	State Labor Relations Board (SLRB)	Required to bargain collectively.	Exclusive - SLRB conducts elections to determine majority representative in appropriate unit.	SLRB determines appropriate unit.	YES
, Ch.9.1, Secs. to 28-9.1-14, by S.B.375,	---	Required to bargain collectively.	Exclusive - Majority representative is recognized by appropriate authorities in local jurisdictions.	---	---
, Ch.9.2, Secs. to 28-9.2-14, by S.380, 1970	Same as Firemen	***	***	***	***
Ch.9.3, amend- .542, 1966 L.	State Labor Relations Board (SLRB); State Department of Education (SDE)	Required to bargain collectively.	Exclusive - SLRB conducts elections to determine majority representative in appropriate unit.	---	YES
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---	---	---	---	---	---
---	---	---	---	---	---
1970 L., uly 1, 1970	State Labor and Management Relations Board; Commissioner of Labor and Management Relations	Required to bargain collectively.	Formal (majority representative), Informal (other organizations) - Commissioner conducts elections to determine representative for formal recognition.	Commissioner determines appropriate unit.	YES

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRI PRO
***	***	***	***	***	
---	Prohibited	---	Wages, hours, and other conditions of employment.	---	
Mediation and conciliation provided by Director of Labor upon request of parties. Parties may submit to binding arbitration.	Prohibited	---	Wages, hours, and other conditions of employment.	Stipulated for employers and employee organizations.	
Compulsory, binding arbitration.	Prohibited	---	Wages, hours, and other conditions of employment.	---	
***	***	***	***	***	
State Department of Education provides mediation and conciliation upon request of parties; voluntary, binding arbitration. (Advisory regarding monetary matters)	Prohibited	---	Salary, hours, and other terms of professional employment.	---	
---	Prohibited (A, No.1778 December 23, 1964)	---	---	---	
---	Prohibited (A, No.1778 December 23, 1964)	---	---	---	
---	Prohibited (A, No.1778 December 23, 1964)	---	---	---	
---	Prohibited (A, No.1778 December 23, 1964)	---	---	---	
---	Prohibited (A, No.1778 December 23, 1964)	---	---	---	
Upon request of either party, Commissioner takes steps as may be necessary for dispute resolution.	Prohibited Enjoinable; penalties against organization by courts set at maximum of $50,000 and/or imprisonment of officials for 1 year. Employees, right to appeal and court review, subject to fine of $1,000,1 yr.impris.	---	Grievance procedure, rates of pay, hours and other conditions of employment.	---	Part proc abse proc bind ratio

STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
***	***	***	***	***	***	Pennsylvania (cont.)
rohibited	---	Wages, hours, and other conditions of employment.	---	---	---	Rhode Island
rohibited	---	Wages, hours, and other conditions of employment.	Stipulated for employers and employee organizations.	---	---	
rohibited	---	Wages, hours, and other conditions of employment.	---	---	---	
***	***	***	***	***	***	
rohibited	---	Salary, hours, and other terms of professional employment.	---	---	---	
rohibited (A, No.1778 ecember 23, 1964)	---	---	---	---	---	South Carolina
rohibited (A, No.1778 ecember 23, 1964)	---	---	---	---	---	
rohibited (A, No.1778 ecember 23, 1964)	---	---	---	---	---	
rohibited (A, No.1778 ecember 23, 1964)	---	---	---	---	---	
rohibited (A, No.1778 ecember 23, 1964)	---	---	---	---	---	
rohibited Enjoinable; penalties against organization by courts set at maximum of $50,000 and/or imprisonment of officials for 1 year. Employees, right to appeal and court review, subject to fine of $1,000,1 yr.impris.	---	Grievance procedure, rates of pay, hours and other conditions of employment.	---	Parties may est procedures; in absence of such procedures, binding arbitration.	---	South Dakota

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
South Dakota (cont.)	Local	Same as State	***	***	***
	Firemen	S.B.121, 1971 L.	---	---	Exclusive - Representative ch by majority vote of members o department.
	Police	Same as Firemen	***	***	***
	Teachers	Same as State	***	***	***
Tennessee	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	---	---	---	---
Texas	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	---	---	---	---
Utah	State	---	---	May bargain collectively. (A, January 12, 1960)	---
	Local	---	---	May bargain collectively. (A, October 1, 1945)	---
	Firemen	---	---	Same as Local	---
	Police	---	---	Same as Local	---
	Teachers	---	---	Same as Local	---

D	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	***	***	***	***	***
	---	---	Exclusive - Representative chosen by majority vote of members of department.	---	---
	***	***	***	***	***
	***	***	***	***	***
	***	***	***	***	***
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	---	---	---	---	---
	---	May bargain collectively (A, January 12, 1960)	---	---	---
	---	May bargain collectively. (A, October 1, 1945)	---	---	---
	---	Same as Local	---	---	---
	---	Same as Local	---	---	---
	---	Same as Local	---	---	---

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES
***	***	***	***	***	***
State Labor Commissioner appoints fair hearing board for binding arbitration. Board decisions appealable to appropriate circuit court.	---	---	Wages, hours, and other conditions of employment.	---	---
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
---	Prohibited (City of Alcoa v. IBEW, 203 Tenn. 12; 308 S.W. 2d 476, 1957)	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Prohibited (A, No.M-77, May 18, 1967 and Vernon's Texas Civil Statutes, 1947, Article 5154c, Secs.1-6)	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
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IKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
***	***	***	***	***	***	South Dakota (cont.)
---	---	Wages, hours, and other conditions of employment.	---	---	---	
***	***	***	***	***	***	
***	***	***	***	***	***	
ted (City of . IBEW, 203 2; 308 S.W. 2d 57)	---	---	---	---	---	Tennessee
State	---	---	---	---	---	
State	---	---	---	---	---	
State	---	---	---	---	---	
State	---	---	---	---	---	
ted (A, No.M- 18, 1967 and s Texas Civil s, 1947, Art- 54c, Secs.1-6)	---	---	---	---	---	Texas
State	---	---	---	---	---	
State	---	---	---	---	---	
State	---	---	---	---	---	
State	---	---	---	---	---	
---	---	---	---	---	---	Utah
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STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Vermont	State	Ch.27, 1969 L.	State Employee Labor Relations Board (SELRB)	Required to bargain collectively.	Exclusive - SELRB conducts elections and certifies representative receiving at least 51% of the vote in appropriate unit.
	Local	Act No.198, 1967 L., as amended by P.A.230, 1970 L.	State Labor Relations Board (SLRB)	Required to bargain collectively.	Exclusive - SLRB conducts election to determine majority representative.
	Firemen	Same as Local	***	***	***
	Police	---	---	---	---
	Teachers	Ch.57, 1969 L.	School boards	Required to bargain collectively.	Exclusive - School board may grant recognition or determine majority representative through referendum, if necessary.
Virginia	State	---	---	---	---
	Local	---	---	May bargain collectively. (A, July 30, 1962)	---
	Firemen	---	---	Same as Local	---
	Police	---	---	Same as Local	---
	Teachers	---	---	May bargain collectively. (A, February 18, 1970)	---
Washington	State	Washington State Personnel Board Merit System Rules, Ch.356.32, 1967	State Personnel Board	May bargain collectively.	State Personnel Board certifies exclusive bargaining representative.

	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
	State Employee Labor Relations Board (SELRB)	Required to bargain collectively.	Exclusive - SELRB conducts elections and certifies representative receiving at least 51% of the vote in appropriate unit.	SELRB determines appropriate unit.	YES
., as , 1970	State Labor Relations Board (SLRB)	Required to bargain collectively.	Exclusive - SLRB conducts election to determine majority representative.	SLRB determines appropriate unit.	YES
	***	***	***	***	***
	---	---	---	---	---
	School boards	Required to bargain collectively.	Exclusive - School board may grant recognition or determine majority representative through referendum, if necessary.		YES
	---	---	---	---	---
	---	May bargain collectively. (A, July 30, 1962)	---	---	---
	---	Same as Local	---	---	---
	---	Same as Local	---	---	---
	---	May bargain collectively. (A, February 18, 1970)	---	---	---
ers- Sys- 32,	State Personnel Board	May bargain collectively.	State Personnel Board certifies exclusive bargaining representative.	State Personnel Board determines appropriate unit.	YES

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES
Fact-finding with non-binding recommendations; fact-finding panel may mediate impasse.	Prohibited Unfair labor practice	YES	Salary, work schedules, leave, working conditions, and any matter mutually agreed upon.	Stipulated for employers and employee organizations.	SELRB administers grievance procedure.
Commissioner of Labor and Industry appoints mediator, third fact-finder, if necessary. Fact-finding board makes recommendations which are made public.	**Prohibited and enjoinable only after strike is found to endanger the health, safety, or welfare of the public.**	---	Wages, hours, and other terms and conditions of employment.	Stipulated for employers and employee organizations.	---
***	***	***	***	***	***
---	---	---	---	---	---
Mediation; fact-finding. Fact-finding committee makes findings which are made public.	Prohibited, injunction by court only after due hearing that action "poses clear and present danger to sound program of school education.... is in best public interest to prevent."	---	Salary, related economic conditions of employment, grievance procedures, and any other agreed upon issues.	---	Negotiable
---	Prohibited (Code of Virginia 1950, Title 40, Secs.40-65 to 40-67) Striking employees automatically terminated, ineligible for public employment for following year.	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
---	Same as State	---	---	---	---
Bargaining disputes referred to Director of Personnel, with final hearing by Personnel Board.	Prohibited	YES	All matters over which appointing authority may exercise discretion.	---	Negotiable

TRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
bited ir labor practice	YES	Salary, work schedules, leave, working conditions, and any matter mutually agreed upon.	Stipulated for employers and employee organizations.	SELRB administers grievance procedure.	---	Vermont
bited and nable only after e is found to nger the health, y, or welfare of ublic.	---	Wages, hours, and other terms and conditions of employment.	Stipulated for employers and employee organizations.	---	---	
***	***	***	***	***	***	
---	---	---	---	---	---	
bited, injunction ourt only after hearing that ion "poses clear present danger ound program of ol education.... n best public rest to prevent."	---	Salary, related economic conditions of employment, grievance procedures, and any other agreed upon issues.	---	Negotiable	---	
bited (Code of nia 1950, Title ecs.40-65 to 40- triking employees atically termin- , ineligible for c employment for wing year.	---	---	---	---	---	Virginia
as State	---	---	---	---	---	
as State	---	---	---	---	---	
as State	---	---	---	---	---	
as State	---	---	---	---	---	
bited	YES	All matters over which appointing authority may exercise discretion.	---	Negotiable	Dues check-off may be negotiated.	Wasnington

STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Washington (cont.)	Local	Secs.41.56.00-41.56.900, Ch.108, 1967 L.	State Department of Labor and Industries (SDLI)	Required to bargain collectively.	Exclusive - SDLI conducts election to determine majority representative in appropriate unit.
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	Ch.28.72, Revised Code of Washington, Secs.28.72.010-.090, 1965 L.	Superintendent of Public Instruction. School districts.	Required to bargain collectively.	Exclusive - Majority representative determined by election in school district.
	State University System Educators	Section 10, Ch.36, 1969 L.	Higher Education Personnel Board (HEPB)	Required to bargain collectively.	Exclusive - HEPB establishes rules and procedures for certification of bargaining representative.
West Virginia	State	---	---	---	---
	Local	---	---	---	---
	Firemen	---	---	---	---
	Police	---	---	---	---
	Teachers	---	---	---	---
Wisconsin	State	Subchapter V of Ch.111, enacted by Ch.612, 1966 L.	Wisc. Employment Relations Commission (WERC)	Required to bargain collectively.	Exclusive - WERC conducts elections to determine majority representative in appropriate unit.
	Local	Subch. IV, Ch.2, Wisc. Statutes, Sec. 111.70, enacted 1959, Subsecs. 1 (c) and (d), enacted 1961 L. as amended by Ch. 124, 1971 L.	Same as State (WERC)	Required to bargain collectively.	Exclusive - WERC conducts election to determine majority representative upon receipt of petition.
	Firemen	Same as Local	***	***	***
	Police	Same as Local	***	***	***
	Teachers	Same as Local	***	***	***
Wyoming	State	---	---	---	---
	Local	---	---	---	---

	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
6.900,	State Department of Labor and Industries (SDLI)	Required to bargain collectively.	Exclusive - SDLI conducts election to determine majority representative in appropriate unit.	SDLI determines appropriate unit.	YES
	***	***	***	***	***
	***	***	***	***	***
Code s.28. L.	Superintendent of Public Instruction. School districts.	Required to bargain collectively.	Exclusive - Majority representative determined by election in school district.	---	YES
1969	Higher Education Personnel Board (HEPB)	Required to bargain collectively.	Exclusive - HEPB establishes rules and procedures for certification of bargaining representative.	HEPB establishes procedures for unit determination.	YES
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.111, 1966	Wisc. Employment Relations Commission (WERC)	Required to bargain collectively.	Exclusive - WERC conducts elections to determine majority representative in appropriate unit.	WERC determines appropriate unit; may conduct election for determination.	YES
isc. .70, ecs. 1 ed 1961 h. 124,	Same as State (WERC)	Required to bargain collectively.	Exclusive - WERC conducts election to determine majority representative upon receipt of petition.	WERC determines appropriate unit.	YES
	***	***	***	***	***
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IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES
Mediation provided by State Mediation Service.	Prohibited	YES	Wages, hours, and working conditions.	Stipulated for employers and employee organizations.	Negotiable
***	***	***	***	***	***
***	***	***	***	***	***
***	***	***	***	***	***
Ad hoc committees of educators and school directors for dispute settlement; makes written report with non-binding recommendations.	---	---	Proposed school policies, leaves of absence, salaries, and noninstructional duties.	---	---
---	Prohibited	---	"Personnel matters"	---	Parties may negotiate; HEPB makes rules and regulations for grievance procedures.
---	---	---	---	---	---
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WERB appoints mediators; initiates fact-finding with recommendations.	Prohibited	YES	Wages, hours, grievance procedures, and conditions of employment.	Stipulated for employers and employee organizations.	Parties may negotiate grievance procedures.
WERB functions as mediator, administers fact-finding cases and appoints fact-finders upon receipt of petition from parties.	Prohibited	---	Wages, hours, and conditions of employment.	Stipulated for employers and employee organizations.	---
***	***	***	***	***	***
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STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
Prohibited	YES	Wages, hours, and working conditions.	Stipulated for employers and employee organizations.	Negotiable	Agreement may authorize dues check-off.	Washington (cont.)
***	***	***	***	***	***	
***	***	***	***	***	***	
---	---	Proposed school policies, leaves of absence, salaries, and noninstructional duties.	---	---	---	
Prohibited	---	"Personnel matters"	---	Parties may negotiate; HEPB makes rules and regulations for grievance procedures.	Agreement may authorize dues check-off.	
---	---	---	---	---	---	West Virginia
---	---	---	---	---	---	
---	---	---	---	---	---	
---	---	---	---	---	---	
---	---	---	---	---	---	
Prohibited	YES	Wages, hours, grievance procedures, and conditions of employment.	Stipulated for employers and employee organizations.	Parties may negotiate grievance procures.	Dues check-off upon authorization of employee.	Wisconsin
Prohibited	---	Wages, hours, and conditions of employment.	Stipulated for employers and employee organizations.	---	---	
***	***	***	***	***	***	
***	***	***	***	***	***	
***	***	***	***	***	***	
---	---	---	---	---	---	Wyoming
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STATE	TYPE OF EMPLOYEE	AUTHORITY AND DATE	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE
Wyoming (cont.)	Firemen	Ch.197, Laws of 1965	---	Required to bargain collectively.	Exclusive - Representative selected by majority of firefighters in any city, town, or county.
	Police	---	---	---	---
	Teachers	---	---	---	---

D	ADMINISTRATIVE BODY	BARGAINING RIGHTS	RECOGNITION TYPE AND PROCEDURE	UNIT DETERMINATION	RULES OF PROCEDURE
1965	---	Required to bargain collectively.	Exclusive - Representative selected by majority of firefighters in any city, town, or county.	---	---
	---	---	---	---	---
	---	---	---	---	---

IMPASSE PROCEDURE	STRIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES
Compulsory, binding arbitration if parties fail to reach agreement.	---	---	Wages, working conditions, and all other terms and conditions of employment.	---	---
---	---	---	---	---	---
---	---	---	---	---	---

RIKE POLICY	MANAGEMENT RIGHTS	SCOPE OF BARGAINING	UNFAIR LABOR PRACTICE PROVISIONS	GRIEVANCE PROCEDURES	UNION SECURITY	STATE
---	---	Wages, working conditions, and all other terms and conditions of employment.	---	---	---	Wyoming (cont.)
---	---	---	---	---	---	
---	---	---	---	---	---	

FOOTNOTES

1. The term "mediation" as used in the Alaska teachers statute (ch. 18 Laws of 1970, as amended by ch. 43 Laws of 1971) is the same procedure as most other jurisdictions refer to as "fact-finding". The mediation board under the Alaska statute hears evidence and issues findings and recommendations.

2. The California firefighters law (secs. 1960-63 ch. 723 1951 L. of The Labor Code) applies to all firefighters. In addition, firefighters employed in local government are covered by The Meyers-Milias-Brown Act (secs. 3500-3510 ch. 1964, 1961 L. as last amended by ch. 64 Laws of 1970).

3. There seems to be a conflict of authority as to whether public employees have a right to bargain collectively in Florida as Executive Order 71-20 (1971) forbids the state to bargain collectively with state employees, while The Dade County Classroom Teachers Ass'n v. Ryan case (225 So. 2d 903 (1969) clearly indicates that all public employees in Florida possess the same rights as private sector employees with the exception of the right to strike.

4. The Florida Act covering firemen (ch. 67-900, 1967 L. as amended by ch. 69-791, 1969 L.) applies only to counties of not less than 390,000 population. (Dade, Duvall, and Hillsboro counties)

5. The Florida Act covering teachers (ch. 69-665 Laws of 1969) applies only to counties of not less than 390,000 nor more than 470,000 population. (Dade, Duvall, and Hillsboro counties)

6. The Georgia Act covering firemen (H.B. 569, 1971 L.) applies only to municipalities of over 20,000 population which opt to be covered.

7. The term "mediation" as used in the Ge
(H.B. 569, 1971 L.) is the same procedure
tions refer to as "fact-finding". The me
Georgia statute hears evidence and issues
dations.

8. The Idaho firefighters law (ch. 138,
prohibits strikes by firemen during the te
tract.

9. For a complete examination of the sta
strikes in Illinois see County of Peoria
2d 141 (1970). The Benedict case held tha
injunction act was applicable to county ho
by rendering a strike by such workers uner

10. The Maine Law (ch. 63, 1968 L. as amer
merely establishes grievance procedures fo

11. The term "mediation" as used in the Ma
(sec. 160 ch. 405, 1969 L.) is the same pr
jurisdictions refer to as "fact-finding".
under the Maryland statute hears evidence
recommendations.

12. The Massachusetts Law covering state e
L. as amended by 340 and 445, 1970 L. sec.
excludes state police.

13. The Court of Industrial Relations in M
into teacher disputes until all the provis
Teachers Law (H.B. 485, 1967 L.) have been

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FOOTNOTES

...ation" as used in the Alaska teachers statute ...70, as amended by ch. 43 Laws of 1971) is the ...most other jurisdictions refer to as "fact- ...ation board under the Alaska statute hears ... findings and recommendations.

... firefighters law (secs. 1960-63 ch. 723 ...or Code) applies to all firefighters. In ...ers employed in local government are covered ...as-Brown Act (secs. 3500-3510 ch. 1964, 1961 ... by ch. 64 Laws of 1970).

... be a conflict of authority as to whether ...ave a right to bargain collectively in ...ve Order 71-20 (1971) forbids the state to ...y with state employees, while The Dade ...eachers Ass'n v. Ryan case (225 So. 2d 903 ...icates that all public employees in Florida ...ights as private sector employees with the ...ight to strike.

... covering firemen (ch. 67-900, 1967 L. as ...791, 1969 L.) applies only to counties of not ...opulation. (Dade, Duvall, and Hillsboro

... covering teachers (ch. 69-665 Laws of 1969) ...unties of not less than 390,000 nor more than ... (Dade, Duvall, and Hillsboro counties)

... covering firemen (H.B. 569, 1971 L.) applies ...ties of over 20,000 population which opt to be

7. The term "mediation" as used in the Georgia firefighters law (H.B. 569, 1971 L.) is the same procedure as most other jurisdictions refer to as "fact-finding". The mediation board under the Georgia statute hears evidence and issues findings and recommendations.

8. The Idaho firefighters law (ch. 138, 1970 L.) specifically prohibits strikes by firemen during the term of a written contract.

9. For a complete examination of the status of public employee strikes in Illinois see County of Peoria v. Benedict, 265 N. E. 2d 141 (1970). The Benedict case held that the Illinois anti-injunction act was applicable to county hospital workers, thereby rendering a strike by such workers unenjoinable.

10. The Maine Law (ch. 63, 1968 L. as amended by ch. 550 1970 L.) merely establishes grievance procedures for state employees.

11. The term "mediation" as used in the Maryland Teachers Law (sec. 160 ch. 405, 1969 L.) is the same procedure as most other jurisdictions refer to as "fact-finding". The mediation board under the Maryland statute hears evidence and issues findings and recommendations.

12. The Massachusetts Law covering state employees (ch. 149, 1965 L. as amended by 340 and 445, 1970 L. sec.178 D-F) specifically excludes state police.

13. The Court of Industrial Relations in Nebraska does not enter into teacher disputes until all the provisions of the Nebraska Teachers Law (H.B. 485, 1967 L.) have been exhausted.

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